

**CITY COUNTERPROPOSAL TO CEO – GRIEVANCES**

City Proposed Language:

**ARTICLE 12 GRIEVANCE PROCEDURE**

**12.10 Department Labor Management Committees**

12.10.4 The City will provide up to one (1) hour of paid release time for up to five (5) Union representatives for the purpose of preparing for Department Labor Management Committee meetings, and time for attending Department Labor Management Committee meetings when such meetings are scheduled, for any portion of the employee's assigned workday that coincides with this time, except during a normally assigned lunch period. To the extent possible, Union Representatives will schedule preparatory meetings during their normally assigned lunch period. Employees are not eligible to receive overtime compensation for any portions of the meetings that fall either before or after the employee's regularly assigned workday.

**12.11 City-Wide Labor Management Committee**

12.11.4 Release Time. The City will provide up to two-one (12) hours of paid release time for up to two (2) Union representatives for the purpose of preparing for and attending the City-Wide Labor Management Committee meeting, and time for attending the City-Wide Labor Management Committee meeting when such meetings are scheduled, for any portion of the employee's assigned workday that coincides with this time, except during a normally assigned lunch period. To the extent possible, Union Representatives will schedule preparatory meetings during their normally assigned lunch period. Employees are not eligible to receive overtime compensation for any portions of the meetings that fall either before or after the employee's regularly assigned workday.

Tentative Agreement:

*Benemori*  
5/5/15

*CA*  
8-15-15.  
*[Signature]*  
CEO PRESIDENT 05/05/15